



## Java Developer

**Up to 10M! English Only OK!**

### Job Information

#### Temp Agency

[Randstad K.K., Professionals](#)

#### Hiring Company

Leading financial holding company

#### Job ID

1592896

#### Industry

Internet, Web Services

#### Company Type

Large Company (more than 300 employees) - International Company

#### Non-Japanese Ratio

Majority Non-Japanese

#### Job Type

Temp to Perm

#### Location

Tokyo - 23 Wards

#### Salary

7 million yen ~ 10 million yen

#### Refreshed

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### General Requirements

#### Minimum Experience Level

Over 3 years

#### Career Level

Mid Career

#### Minimum English Level

Business Level (Amount Used: English Only)

#### Minimum Japanese Level

None

#### Minimum Education Level

Bachelor's Degree

#### Visa Status

Permission to work in Japan required

### Job Description

You will join as a Senior Engineer — a hands-on leader who delivers through execution. Your primary output is high-quality software: design documents, production code, and reliable deployments. In addition, you will play a key role in improving overall team quality by bridging the gap between experienced engineers and the broader team. You will connect architectural intent with day-to-day implementation — staying close enough to the system design to guide direction, and close enough to the code to ensure correct execution.

**【 Responsibilities 】**

**Design & Development**

- Lead basic design for new features and PSP integrations, including: Software architecture, Component design, Database schema design
- Establish and maintain clear design guidelines and coding standards
- Develop, test, and deploy production-grade Java applications end-to-end

**Review & Quality Improvement**

- Review system designs before implementation to identify structural issues early
- Conduct code reviews focusing on correctness, maintainability, and security
- Provide clear, actionable feedback that explains the reasoning (“why”), enabling team learning
- Identify recurring issues and convert them into documented guidelines to prevent repetition

**Team Enablement**

- Support engineers and team leads by aligning design intent with implementation
- Act as a bridge between leadership and engineers to improve consistency and reduce friction
- Raise the overall engineering standard through hands-on guidance and example

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**Required Skills**

- 8+ years of experience in Java development
- Proven experience delivering production systems in high-traffic, transaction-critical environments
- Strong ability to independently lead basic design (architecture, components, database schema)
- Solid experience in code reviews and enforcing coding standards across teams
- Ability to quickly understand unfamiliar codebases and assess structure and risks

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**Company Description**